



Employment Law e-bulletin - April 2023

Welcome to our April employment law e-bulletin. We start this month looking at the use of AI and particularly the risks that come with systems like ChatGPT, with 68% of workers using it doing so without their employer's knowledge. We have also updated our article on this month's employment law changes to include the recently published Employment Tribunal compensation limits and the guidelines for awards for injury to feelings in discrimination claims. Important changes have also been made to Home Office guidance on right to work checks and we look at what that means for employers. We also consider how the new law on third party harassment may cause particular problems in the education sector. Finally, we take a look at a new survey report highlighting the challenges and priorities senior HR professionals face this year.

All of our other regular features are here too, including our employment law round up and links to our weekly podcasts. Scroll down to find out more.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next webinar is in May and looks at the most commonly made HR errors which can lead to employment law issues or Employment Tribunal claims and how to avoid them. You can register for this and our other upcoming essential employment law webinars now. The webinars last for approximately 50 minutes and are free to attend. Click on the links below for further details.

- [The top 10 HR errors and how to avoid them](#) - 16 May 2023
- [Flexible working - the new regime plus practical tips](#) - 8 June 2023

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

Feedback from recent attendees at these seminars include "really insightful", "the practical examples were particularly helpful, and Innes and Alan's experience and expertise in that regard was invaluable" and "very easy to understand and very well delivered".

If you missed our March Employment Law Question Time webinar you can view a recording here:-

[Employment Law Question Time](#)

For links to our other recent essential employment law webinars see [Employment Law Training](#).



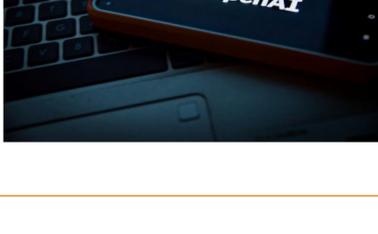
INNES CLARK
Head of Employment Team

AI IN THE WORKPLACE

Will ChatGPT revolutionise the workplace?

Use of the chatbot comes with its risks.

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IMPORTANT UPDATES

April 2023 employment law changes

A look at changes to some key employment law numbers including the new national minimum wage rates, statutory benefit changes and Employment Tribunal compensation limits.

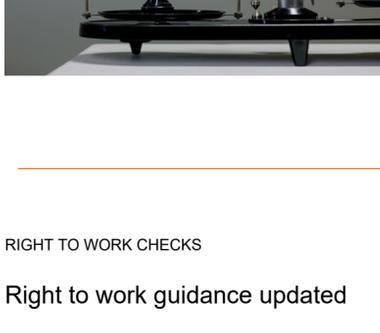
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OPINION

Are schools liable for racial harassment by pupils of teachers?

Legislation expected to take effect in 2024 may cause particular difficulties in the education sector.

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CASE REPORT

A balancing act - justifying dismissal

Successfully defending a discrimination claim may come down to whether the discriminatory act was justified - where does that balance lie?

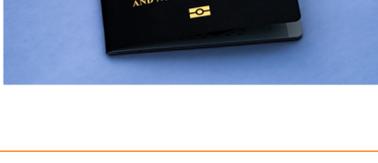
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RIGHT TO WORK CHECKS

Right to work guidance updated

The Home Office has published updated guidance including a number of important changes.

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SURVEY RESULTS

What is the greatest challenge for senior HR professionals in 2023

The outcome of a survey of 300 senior HR decision-makers in the UK makes for interesting reading.

[READ MORE](#) →

ROUND UP

Employment law round-up

Our monthly round up of the employment law related news you may have missed.

[READ MORE](#) →



Our weekly employment law podcasts

You can listen to our most recent employment law podcasts by clicking on the links:-

[What are the April 2023 Employment Law Changes? Part 2](#) - David Hossack and Fiona Meek take a look at the employment law changes taking place in April this year.

[What are the April 2023 Employment Law Changes? Part 1](#) - David Hossack and Fiona Meek take a look at the employment law changes taking place in April this year.

[Individual Stress Risk Assessments and steps employers can take to protect employees from stress at work](#) - David Hossack and Nicole Moscardini discuss what an individual stress risk assessment is, the legal basis for conducting individual stress risk assessments and why it is important that employers know how to deal with work-related stress.

[Dyslexic employee made redundant due to inaccuracies was discriminated against](#) - David Hossack and Caroline Maher discuss an Employment Tribunal claim where the dismissed employee claimed that her dyslexia should have been taken into consideration.

[Do employers have a legal obligation to make sure their employees get home safely from work?](#) - David Hossack and Fiona Meek take a closer look at the recent Bill proposed by Scottish Greens MSP Maggie Chapman, which would require certain employers to take steps to ensure safe transport home for their employees.

[The high costs of discriminating on grounds of religion: Charity awarded almost £100,000](#) - Sarah Gilzean talks to David Hossack about the case of the Billy Graham Evangelistic Association v The Scottish Event Campus (SEC), where the charity successfully claimed that the SEC's cancellation of their event amounted to discrimination on religious grounds.

For links to more of our podcasts see our [Podcast Library](#).

EMPLOYMENT LAW FACT CARD - 2023/24

Our Employment Law Fact Card is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly entitlements and national minimum wage rates.

If you are not already on our mailing list and would like a hard copy of our free Fact Card please email us at employment@morton-fraser.com with your name and postal address and we will send it on to you.

You can also find lots of useful employment law information on our free app which is available to download from the App Store or Google Play. For further details and a link to the download see:

[MF HR Mobile - Our Employment Law App](#)

"...the app is gorgeous, very well designed with great functionality and looks." - [Legal IT Insider](#).

EMPLOYMENT LAW GUIDELINE & TIMELINE

To see our Brief Guide to Employment Law in Scotland, England and Wales, [click here](#).

For details of upcoming changes in employment law, see our [Employment law reform timeline](#).

OUR APP

You can download our free Employment Law App [MF HR Mobile](#) for both Android and iPhone. This includes calculators for unfair dismissal awards, maternity pay and statutory redundancy payments, as well as all employment law facts, figures and fingertip guides. It also includes this monthly e-bulletin and access to key of our employment law podcasts.



Contact us

If you have any questions on the content of this e-bulletin or if you would like to discuss any other employment issue then please contact any of the Employment Law Partners listed below or speak to your usual Morton Fraser employment team contact:-

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